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ABSTRACT

A survey of the 3,095 students who graduated from the three campuses of Manitoba Community College between August 1977 and July 1978 was conducted in summer 1979 to determine graduates' employment status, earnings, average hours worked per week, education/job relationship, and the location and type of their employment. Major findings, based on a 61.6% response rate, revealed that 88.3% of the graduates were employed, 5.8% were looking for work, and 6.1% were out of the work force (of these, 2.7% were in school). The average weekly wage for graduates was $219.57 and the average of hours worked per week was 38.7. The majority of the employed respondents (82.5%) held jobs related to their training and 88.7% were employed in Manitoba. The largest percentage of graduates (20.4%) were employed in the clerical field, followed by health sciences (18.8%), and manufacturing (12.0%). Community, business, and personal service organizations employed the largest percentage of the respondents (36.6%). The survey report provides analyses of the findings by age, sex, Provincial Entry or Canada Manpower sponsorship, prior educational achievement, and the type of degree or certificate awarded. (JP)

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Manitoba Community Colleges Follow-Up Survey of 1978 Diploma, Certificate and Short Course Graduates Surveyed in Summer, 1979

Analysis of Labour Market Outcomes

RESEARCH BRANCH
MANPOWER DIVISION

Department of Labour and Manpower
Honourable Ken MacMaster, Minister

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JANUARY, 1980

ABSTRACT

All 1977-78 graduates of the three Manitoba Community Colleges two-year diploma and one-year certificate courses were followed up in the summer, 1979. A mail survey technique was used to gather information from 3,095 graduates. There were 1,689 useable surveys returned for a response rate (excluding non-locates) of 62%. This report summarizes the general responses to the survey in the areas of labour market outcomes, job/training relatedness, location of employment, and occupation and industry of employment. These outcomes have been characterized by various groupings such as age, sex, prior educational attainment and others. The data from these surveys is used in program planning, course evaluations and in the area of manpower and labour market planning.

INTRODUCTION:

During the summer of 1979, the Research Branch undertook a survey of Manitoba Community College graduates who had completed their training between August 1, 1977 to July 31, 1978.

The courses selected from this study included all regular on-campus, two-year diploma, one-year or less certificate (excluding apprenticeship) and various "short course" graduates from the three community colleges who had completed their training between August 1, 1977 and July 31, 1978. A mail survey technique was used to gather data from this population. The surveys were mailed to graduates approximately one year following the completion of their training.

In total 3,095 graduates from 138 courses in all three community colleges were surveyed. One thousand six hundred and ninety (1,690) surveys were completed and returned. Of these 1,689 were useable. The overall response rate was 61.6% (excluding non-located graduates) with 61.6% as a useable rate of response.

TABLE 1

Response Rates for 1978 Graduate Follow-Up

College	Number Sent Out	Returned (N)	Returned (%)	Not Located (N)	Not Located (%)	Response Rate (%)	Useable Returns (N)	Useable Returns (%)
Red River	2,300	1,293	56.2	268	11.6	63.6	1,292	63.6
Assiniboine	435	248	57.0	44	10.1	63.4	248	63.4
Keewatin	360	149	41.4	42	11.7	46.9	149	46.9
Total	3,095	1,690	54.6	354	11.4	61.6	1,689	61.6

There were 91 courses followed up from Red River Community College, 22 courses from Assiniboine Community College and 25 courses from Keewatin Community College for a total of 138 courses.

SUMMARY HIGHLIGHTS

LABOUR MARKET STATUS (Table 2)

- At the time of the survey, of the survey respondents who graduated in 1978, 88.3% were employed, 5.8% were unemployed and seeking work and 6.0% were not in the labour force.

- Overall, labour force participation was 94.0%, employment/population ratio was 88.3% and the unemployment rate was 6.1% (compared with 5.1% for the Manitoba population 15 years and over for July, 1979).

- For the 6.0% of the respondents not in the labour force, 2.7% were in school and another 3.3% were involved in other activities such as keeping house.

- When labour force participation rates were examined by college, the participation rates for RRCC, ACC and KCC were 93.6%, 95.6% and 94.6% respectively. Employment/population ratios were highest for Assiniboine at 90.4%, followed by Red River at 89.4%. Keewatin had an employment/population ratio of 76.6%.

- For unemployment rates, Assiniboine and Red River Community Colleges were similar to the Manitoba population (5.1%) with rates of 5.5% and 4.6% respectively. Keewatin Community College had the highest unemployment rate at 19.1%.

- For community college graduates, males had a higher labour force participation rate at 96.5% than females at 91.6%. However, females had a lower unemployment rate at 5.8%.

- By course duration, two-year diploma courses and one-year-certificate courses had an almost identical employment/population rate at 90.0% and 90.1% respectively. Short courses had a substantially lower employment/population rate at 76.6%. Unemployment rates followed a similar pattern at 3.3% for two-year diploma courses, 4.8% for one

TABLE 2

PROFILE OF CHARACTERISTICS TO OUTCOMES

CHARACTERISTICS	No. of Respondents	Labour Market Status of Graduates				Labour Force Participation Rate (%)	Unemployment Rate (%)	Earnings of Employed			
		Employed (%)	Unemployed (%)	In School (%)	Other Non-Labour Force (%)			Weekly (N)	Weekly $	Hourly (N)	Hourly $
Sex											
- Male	836	90.5	6.0	2.8	0.7	96.5	6.2	(706)	253.00	(678)	6.18
- Female	842	86.3	5.3	2.6	5.8	91.6	5.8	(684)	184.45	(676)	5.36
Sponsorship											
- P.E.	1037	89.6	3.9	3.7	2.8	93.5	4.1	(882)	216.81	(870)	5.82
- C.M.C.	644	86.4	8.5	1.1	4.0	94.9	9.0	(511)	224.32	(486)	5.67
Course Duration											
- 2 yr. Diploma	427	90.0	3.0	4.9	2.1	93.0	3.3	(363)	241.79	(358)	6.28
- 1 yr. Certificate	993	90.1	4.5	2.1	3.3	94.6	4.8	(840)	211.78	(821)	5.46
- Short Courses	261	79.7	14.2	1.1	5.0	93.9	15.1	(190)	211.49	(177)	6.23
College											
- Assiniboine	249	90.4	5.2	1.2	3.2	95.6	5.5	(215)	205.46	(208)	5.13
- Keewatin	149	76.6	18.1	1.3	4.0	94.6	19.1	(104)	239.20	(94)	5.71
- Red River	1283	89.4	4.3	3.1	3.2	93.6	4.6	(1074)	220.49	(1054)	5.91
Age											
- Less than 20	125	88.8	4.8	4.0	2.4	93.6	5.1	(110)	196.14	(108)	4.88
- 20 - 21	476	90.3	5.5	2.7	1.5	95.8	5.7	(411)	216.02	(402)	5.44
- 22 - 24	430	88.3	4.7	3.5	3.5	93.0	5.0	(351)	231.61	(344)	6.21
- 25 - 34	411	87.1	6.3	2.2	4.4	93.4	6.8	(335)	231.87	(318)	6.21
- 35 - over	210	85.3	8.1	1.4	5.2	93.3	8.7	(160)	193.84	(158)	5.51
Prior Educational Attainment											
- Grade 8 or less	73	75.4	20.5	1.4	2.7	95.9	21.4	(49)	226.31	(43)	4.95
- Grades 9 - 10	239	85.8	8.8	0.4	5.0	94.6	9.3	(191)	208.42	(186)	5.43
- Grade 11	213	92.0	4.2	0.5	3.3	96.2	4.4	(179)	221.61	(176)	5.54
- Grade 12	972	90.3	3.7	3.4	2.6	94.0	3.9	(832)	225.38	(809)	5.76
- Post-Secondary	167	83.8	5.4	5.4	5.4	89.2	6.0	(130)	204.25	(130)	7.01
TOTAL RESPONDENTS	1664	88.3	5.8	2.7	3.3	94.0	6.1	(1393)	219.57	(1356)	5.78

year certificate courses and 15.1% for short courses.

- For Provincial Entry graduates and Canada Manpower sponsored graduates, labour force participation rates were nearly the same (P.E. - 93.5%, CMC - 94.9%). However, Canada Manpower sponsored graduates had a much higher unemployment rate (CMC - 9.0%, P.E. - 4.1%).

- For various age groupings, all five age categories had a similar labour force participation rate (see Table 2). Unemployment rates showed an increase with age with the exception of the 22-24 age group which was slightly lower than the others.

- Graduates with lower prior educational attainment had generally higher unemployment rates as would be expected. However, those graduates with prior post-secondary education had a higher unemployment rate than graduates with Grade 11 or Grade 12 standing prior to community college training.

- When labour force participation rates and employment/population ratios of community college graduates were compared to the Manitoba population, both were substantially higher for the community college graduates. (see table 3).

- Unemployment rates for community college graduates were slightly higher that that of the general Manitoba population (6.1% for graduates and 5.1% for the Manitoba population).

- Community college male graduates showed a 2.0% higher unemployment rate than the Manitoba population. Graduate males 15-24 had a lower unemployment rate (by 2.4%) thar the male population of the province while graduate males 25 and over had a much higher unemployment rate (8.3%) than the male population at 2.8%.

- The unemployment rate of female community college graduates was lower than the female population of the province by 0.7%. Graduate females 15-24 years of age had an unemployment rate 4.3% lower than the provincial rate for women. For the 25 and over age category, the provincial female unemployment rates was 2.0% lower than for the female community college graduates.

- For age categories 15-24 years and 25 and over, the unemployment trend for community college graduates was lower than the Manitoba total unemployment rate for the younger age group and higher for the 25+ with the overall total for graduates 1% higher (see Table 3).

TABLE 3

COMPARISON OF PARTICIPATION, EMPLOYMENT AND UNEMPLOYMENT RATES FOR COMMUNITY COLLEGE GRADUATES AND MANITOBA POPULATION * BY AGE GROUP AND SEX FOR JULY, 1979

Age Group and Sex	Labour Force Participation Rate (%)		Employment/ Population Ratio (%)		Unemployment Rates (%)	
	Grads	Man. Pop.*	Grads.	Man. Pop.*	Grads.	Man. Pop.*
Male	96.5	82.1	90.5	78.7	6.2	4.2
15-24	96.7	87.8	91.6	81.0	5.3	7.7
25 +	95.7	80.2	87.8	77.9	8.3	2.8
Female	91.6	49.4	86.3	46.2	5.8	6.5
15-24	91.6	70.6	86.6	63.8	5.4	9.7
25 +	91.5	42.6	85.3	40.6	6.8	4.8
Total	94.0	65.4	88.3	62.1	6.1	5.1
15-24	94.3	79.3	89.2	72.5	5.3	8.6
25 +	93.4	60.8	86.5	58.7	7.4	3.5

* SOURCE: THE LABOUR FORCE JULY 1979, STATISTICS CANADA

EARNINGS OF GRADUATES

- At the time of the survey, graduates were earning an average weekly wage of $219.57 or $5.78 an hour (median $200.27 or $5.27 per hour). The prevailing minimum wage for persons 18 years or older was $2.95 per hour and represented an equivalent weekly earning of $118.00. The industrial composite average weekly earnings in Manitoba in July, 1979 was $262.83.

- Average weekly earnings for males were $253.00 with average hourly earnings of $6.18. Females earned $184.45 weekly with an average hourly rate of $5.36 per hour.

- By sponsorship, provincial entry students earned $216.81 weekly or $5.82 per hour (median $216.80 and $5.25) while manpower sponsored students earned $224.32 weekly or $5.67 per hour ($202.00 and $5.10).

- By course duration, graduates of the two-year diploma courses earned $241.79 weekly ($6.28 per hour), one-year certificate graduates earned $211.78 weekly ($5.46 per hour) and short course graduates earned $211.49 weekly ($6.23 per hour).

- Graduates of Red River earned an average weekly wage of $220.40 or an average hourly rate of $5.91 (median $203.67 and $5.38). Assiniboine graduates earned an average of $205.46 a week or $5.13 an hour. (median $184.75 and $4.66). Keewatin graduates earned $239.20 weekly or $5.71 an hour (median $200.50 and $5.00).

- Earnings of graduates generally increased with age.

- Wages showed an increase with higher levels of educational attainment prior to community college training.

TABLE 4

PROFILE OF CHARACTERISTICS TO OUTCOMES

CHARACTERISTICS	No. of Respondents	Is Job Related to Training		Average Hours worked per week	Location of Employment								
		Yes	No		Winnipeg	Interlake	South East	North Central	South Central	South West	Parklands	Norman	Non-Manitoba
Sex													
- Male	735	78.1	21.9	40.7	53.3	4.1	2.6	3.0	2.3	8.8	2.6	9.4	13.9
- Female	701	87.1	12.9	36.7	55.6	3.9	2.4	3.0	2.7	15.5	1.7	6.8	8.4
Sponsor													
- Provincial Entry	898	86.3	13.7	38.5	59.9	2.0	2.3	1.6	2.3	12.9	2.3	4.5	12.2
- C.M.C.	540	76.0	24.0	39.1	45.4	7.2	2.8	5.4	2.8	10.7	1.9	14.4	9.4
Length													
- 2 year Diploma	372	89.8	10.2	39.2	69.1	2.2	2.2	0.3	0.8	5.1	1.3	3.2	18.8
- 1 year Certificate	866	82.1	17.9	39.0	50.1	2.9	2.5	2.8	3.2	17.1	2.4	8.7	10.3
- Short Course	200	70.0	30.0	36.0	45.5	12.0	3.0	9.0	2.5	3.5	2.5	15.5	6.5
College													
- Assiniboine	218	72.9	27.1	39.1	7.3	0.9	[illegible]	4.6	1.4	62.4	4.6	4.6	14.2
- Keewatin	108	64.9	35.1	39.6	9.3	0.9	0.9	0.9	0.9	0.9	5.6	64.9	15.7
- Red River	1112	86.1	13.9	38.5	68.0	4.9	3.1	2.9	2.9	3.3	1.3	3.4	10.2
Age													
- Less Than 20	105	74.5	25.5	39.8	47.5	1.0	1.0	1.9	3.8	21.0	3.8	6.7	13.3
- 20 - 21	418	82.8	17.2	39.5	55.5	3.3	1.7	2.2	2.6	13.9	2.4	7.2	11.2
- 22 - 24	369	79.5	20.5	39.0	59.6	3.0	2.4	3.8	2.2	9.8	0.8	5.7	12.7
- 25 - 34	348	86.9	13.1	38.6	54.0	5.2	2.6	2.9	2.3	8.9	2.0	10.9	11.2
- 35 and over	171	82.7	17.3	35.0	47.4	7.6	5.3	2.9	2.3	14.6	4.1	9.4	6.4
Prior Educational Attainment													
- Grade 8 or less	54	71.7	28.3	39.4	25.8	11.1	9.3	0	5.6	13.0	3.7	22.2	9.3
- Grades 9 - 10	197	77.1	22.9	38.8	36.0	8.1	4.6	4.1	3.6	17.3	3.0	14.7	8.6
- Grade 11	187	77.3	22.7	38.6	46.0	4.8	1.6	5.9	3.2	15.5	3.2	9.1	10.7
- Grade 12	852	84.6	15.4	39.2	59.8	2.7	1.6	2.5	2.3	11.5	1.8	5.6	12.2
- Post-Secondary	137	88.4	11.6	35.6	70.2	1.5	3.6	2.2	0	3.6	0.7	7.3	10.9
TOTAL RESPONDENTS	1427	82.5	17.5	38.7	54.5	3.9	2.5	3.0	2.5	12.1	2.1	8.1	11.3

AVERAGE HOURS WORKED PER WEEK

- For all graduates, average hours worked per week were 38.7.
- Males worked 4.0 hours more per week than females.
- Manpower sponsored students worked slightly longer hours than Provincial Entry Students.
- Short course graduates worked approximately 3.0 hours less per week than certificate and diploma graduates.
- Assiniboine and Keewatin Community College graduates worked slightly longer hours than Red River graduates.
- Hours worked per week decreased with increasing age.
- Generally, hours worked per week decreased with higher prior educational attainment.

RELATIONSHIP OF JOB TRAINING

- Of all graduates who were employed at the time of the survey, 82.5% had training related jobs.
- More females had training related jobs than males (females - 87.1%, males - 78.1%).
- More provincial entry students had training related jobs than manpower sponsored students.
- Survey results showed that two-year diploma graduates had the most success in obtaining training related jobs.

- 86.1% of Red River graduates had training related jobs as compared to 72.9% of Assiniboine graduates and 64.9% of Keewatin graduates.

- The 25-34 year old students had the highest percentage of training relatedness (86.9%). Students 20-21 years old and 35 and over had similar percentages in training related jobs (82.8% and 82.7% respectively). 79.5% of 22-24 year old students had training related employment while 74.5% of the 20 and under students were employed in jobs related to training.

- Those graduates with higher prior educational attainment were more likely to find training related occupations.

GEOGRAPHICAL DISTRIBUTION

- Of the students surveyed, 88.7% had found employment in Manitoba.

- Of the 11.3% who relocated out of the province, the majority moved either to Alberta or Saskatchewan.

- More males than females were employed out of the province (13.9% versus 8.4%).

- By sponsorship, more provincial entry students were employed in Winnipeg than manpower sponsored students.

- Provincial entry students were more likely to leave the province than Manpower sponsored students.

- By course duration, 69.1% of two-year diploma graduates found employment in Winnipeg. 50.1% of one-year certificate graduates were employed in Winnipeg (45.5% of short course graduates).

- Two-year diploma had the highest percentage (15.8%) of relocation to another province, followed by one-year certificate graduates (10.3%).

- About two-thirds of all employed graduates had found employment in the same location as their community college training.

- Keewatin Community College showed the highest migration out of the province at 15.7%, followed by Assiniboine at 14.2%. Red River had 10.2% of employed graduates working out of the province.

- Younger graduates were more likely to move out of the province than the older graduates.

- Winnipeg is most likely the location of employment for persons with higher prior educational attainment.

- Students with higher prior educational attainment were more likely to move out of the province.

EMPLOYMENT BY OCCUPATION AND INDUSTRY

- For 1978 graduates, the occupation in which the largest number of graduates were employed was in the clerical field employing 20.4% of the employed graduate survey population. Occupations in medicine and health were the next largest absorbing 18.8% of the employed graduates. Also, product fabricating occupations employed 12.0% of working graduates.

- Most occupational groupings employed about the same percentage of 1977 graduates as 1978 graduates.

- The occupational grouping which showed a substantial percentage increase over that of the 1977 graduates was managerial, administrative and related occupations. This grouping reflected a 1.9% increase from 2.4% of 1977 graduates to 4.2% of 1978 graduates.

- The largest percentage decrease in occupational grouping from 1977 to 1978 was in the field of construction. While 9.8% of the 1977 graduates were employed in construction, only 7.6% of the 1978 graduates were employed in the same type of occupations.

- Other occupations which indicated a decrease for 1978 graduates from the 1977 graduates were teaching and related occupations, clerical and related occupation and sales occupations.

- By industry; community, business and personal services employed the largest number of 1978 graduates at 36.6%. The next largest type of employing industry was trade employing 15.2% of 1978 graduates followed closely by manufacturing employing 13.4% of 1978 graduates.

- Industries which employed almost the same number of 1977 graduates as 1978 graduates were agriculture, forestry, fishing and trapping, mines, quarries and oil wells, construction, trade and finance, insurance and real estate.

- Community, business and personal services industries employed a greater percentage of 1978 graduates than 1977 graduates (37.6% versus 36.4%).

- The industry which showed a decrease in employment for 1978 graduates versus 1977 graduates was public administration (2.5% less).

TABLE 5

OCCUPATIONS OF EMPLOYED GRADUATES
FOR 1977 COMPARED WITH
1978 GRADUATES

Occupations	1977 Graduates (N)	1977 Graduates (%)	1978 Graduates (N)	1978 Graduates (%)
Managerial, Administrative, and Related Occupations	(37)	2.4	(62)	4.2
Occupations in Natural Science, Engineering and Mathematics	(127)	8.1	(117)	7.8
Occupations in Social Sciences and Related Fields	(24)	1.5	(26)	1.7
Teaching and Related Occupations	(47)	3.0	(25)	1.7
Occupations in Medicine and Health	(309)	19.7	(280)	18.8
Artistic, Literary, Performing Arts and Related Occupations	(34)	2.2	(35)	2.4
Occupations in Sports and Recreation	(1)	0.1	(2)	0.1
Clerical and Related Occupations	(346)	22.1	(304)	20.4
Sales Occupations	(80)	5.1	(53)	3.6
Service Occupations	(80)	5.1	(83)	5.6
Farming, Horticultural and Animal Husbandry Occupations	(26)	1.7	(25)	1.7
Fishing, Hunting, Trapping and Related Occupations	(3)	0.2	(3)	0.2
Forestry and Logging Occupations	(2)	0.1	(3)	0.2
Mining and Quarrying Including Oil and Gas Field Occupations	(3)	0.2	(5)	0.3
Processing Occupations	(22)	1.4	(26)	1.7
Machining and Related Occupations	(33)	2.1	(42)	2.8
Product Fabricating, Assembling and Repairing Occupations	(183)	11.7	(178)	12.0
Construction Trades Occupations	(153)	9.8	(113)	7.6
Transport Equipment Operating Occupations	(2)	0.8	(57)	3.8
Material Handling and Related Occupations	(13)	0.9	(5)	0.3
Other Crafts and Equipment Operating Occupations	(22)	1.4	(27)	1.8
Occupations Not Classified	(18)	1.1	(10)	0.7
TOTAL	(1567)	100.0	(1489)	100.0

TABLE 6

INDUSTRY OF EMPLOYMENT

1977 COMMUNITY COLLEGE GRADUATES

COMPARED WITH

1978 COMMUNITY COLLEGE GRADUATES

Industry	1977 Graduates		1978 Graduates	
	Number	%	Number	%
Agriculture	25	1.6	26	1.8
Forestry	2	0.1	5	0.3
Fishing and Trapping	5	0.3	3	0.2
Mines, Quarries and Oil Wells	32	2.1	29	2.0
Manufacturing	193	12.5	194	13.4
Construction	115	7.5	114	7.9
Transportation, Communication and Other Utilities	138	8.9	137	9.5
Trade	239	15.5	219	15.2
Finance, Insurance and Real Estate	95	6.2	83	5.7
Community, Business, and Personal Services	560	36.4	542	37.6
Public Administration	137	8.9	93	6.4
Total	1,541	100.0	1,445	100.0

COMPARISON WITH 1977 FOLLOW-UP

- The labour force participaton rate for 1977 graduates was 96.7% compared with 94.0% for 1978 graduates. Unemployment rates declined from 1978 to 1979 (6.5% for 1977 graduates, 6.1% for 1978 graduates).

- Overall, 1978 graduates were earning more than 1977 graduates ($219.57 and $5.78 hourly compared to $204.21 weekly and $5.26 hourly). In 1977, short course students earned $4.99 per hour while in 1978 they earned $6.23 per hour.

- Average hours worked per week remained nearly the same.

- The same percentage of graduates in 1978 as in 1977 had training related jobs.

- The percentage of 1978 graduates working in Manitoba decreased slightly over the 1977 graduates (88.7% versus 90.2%).

DEFINITIONS

LABOUR FORCE - The labour force is composed of that portion of the population 15 years of age and over who, at the time of the survey, were employed or unemployed.

EMPLOYED - The employed includes all persons who at the time of the survey, reported to be employed, self-employed or working for a relative (for example, on the family farm or fishing).

UNEMPLOYED - The unemployed includes those persons who, at the time of the survey, reported to be unemployed and looking for work.

NOT IN THE LABOUR FORCE - That portion of the population 15 years of age and over who, at the time of the survey, were neither employed nor unemployed.

UNEMPLOYMENT RATE - The unemployment rate represents the number of unemployed persons as a percentage of the labour force.

PARTICIPATION RATE - The participation rate represents the labour force as a percentage of the population 15 years and over.

EMPLOYMENT/POPULATION RATE - The employment rate represents the number of employed persons as a percentage of the total population (working age).

CANADA MANPOWER SPONSORED STUDENTS - Those individuals who were referred into training by Canada Manpower Centres under the Canada-Manitoba Adult Occupational Training Act Agreement. These individuals are referred into training courses of one year (or less) in duration.

PROVINCIAL ENTRY STUDENTS - Those individual fee-payers who are not referred into training by Canada Manpower Centres. These individuals may participate in training courses of both two years in duration and one year (or less) in duration.

DIPLOMA COURSES - Post-secondary, non-university courses of two years in duration requiring, as a course prerequisite, a Manitoba Grade XII (or acceptable equivalent). Diplomas are awarded for successful completion of two year courses.

CERTIFICATE COURSES - Courses requiring Grade XII or less and of one year or less in duration. Certificates are awarded for the successful completion of courses of one year or less in duration.

SHORT COURSES - Includes refresher/up-grading courses, equipment operation courses and medical technology courses which have a term of hospital based training after completion of college training.

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